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Two bowlers from the Haliburton County Red Wolves Special Olympics team throw their balls down the lanes at Fast Lane Bowling in Minden. See more photos on page 13. /THOMAS SMITH Staff

County talks Dorset library branch closure

by **JAMES MATTHEWS**
Local Journalism Initiative Reporter

The difference a budget's third draft makes could be as much as $34,000.

The Haliburton County Public Library reduced its 2024 budget request by $34,260. The second draft of its budget had a county tax request of $1,349,061. That was whittled down to $1,314,801 and presented to the upper tier council during a budget meeting March 6.

That's a 6.5 per cent increase over last year's tax levy, or an extra $80,298 over 2023.

Council agreed after much debate to cap the library's levy at $1.2-million, which includes a requested cut of $115,000.

Andrea Brown, the CEO and chief librarian, said there were a number of items that had been axed from the year's spending plan.

The library reduced its budget for books by $3,000. Committee fees were removed to save another $3,000, and the PressReader subscription won't be renewed this fall. That's good for $7,000 in the purse.

Library reserve funds as opposed to operational funds will be used for air filter replacements for small branches at a cost of $2,000, iPad replacements and tech items for $6,500, and the library will pause the automatic transfer to library reserves for IT asset management plan for $6,000.

"I know that county council is being asked to make very decisions this year," Brown said. "It's a really tough budget year and I know that many people in our community are struggling, struggling to pay bills.

"I completely understand the need to not increase taxes."

She said options to realize savings would include not opening the Dorset branch and closing the Minden Hills and Dysart branches for one day a week.

"Another example would be shutting down all branches for over three months," Brown said. "Another example of what $115,000 would look like would be to not buy any additional books or movies or eBooks, to cancel our subscriptions that we have."

That's a substantial amount of money, even though services provided by the library can't really be quantified.

"We're not only lending out books," she said. "We're doing all sorts of other things."

Warden Liz Danielsen, who is also the mayor of Algonquin Highlands, said she's

see LIBRARY page 2

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Library must cut $90,000 from budget

from page 1

disappointed to hear the library's Dorset branch is to be cut as a cost-saving measures.

That's the branch to be located in the Dorset Recreation Centre when it reopens after renovations.

"Given the fact that every other library, every other municipality receives 48 to 60 hours of library service and Algonquin Highlands receives 12 (hours)," Danielsen said. "That is not right. That is just not right."

"We're excited about Dorset and we really want the branch to open," Brown said. "It would be hard decisions no matter where in the county they (cuts) would happen."

"Just noted that it was at the top of your list," Danielsen said.

Councillor Walt McKechnie, who is Dysart's deputy mayor, said nobody wants to shutter library branches. But difficult choices have to be made.

"When you're an elected official, you're there to represent everyone in your municipality and everyone in the county," McKechnie said.

Andrea Robinson, the county's director of corporate services, said the current draft budget would require an addition of $24,000 to bring it up to the 2023 level. That means a $1.23-million budget for 2024.

Coun. Bob Carter, the mayor of Minden Hills, said money has been taken from environmental initiatives and there could be cuts to the county's paramedic service. His own municipality is in a difficult financial position and there's the prospect of a high tax increase.

But the library has accumulated a financial reserve of more than $200,000 over the last number of years, he said.

"We've looked at every nickel and dime across the county to come up with a reasonable tax increase," Carter said.

Perhaps the library's reserve fund speaks to it having gotten more money than it needed, he said.

"We need to be looking at what is fair," Carter said.

Libraries contribute to a community's wellbeing, he said. But, if it came down to a choice of budgetary priorities, Carter said he'd choose an ambulance.

"These are the tough trade-offs that we have to make," he said.

"Looking at the two of them (services) I would agree that one is much more important than the other," Danielsen said in favour of the county's paramedic service.

Coun. Cecil Ryall, the deputy mayor of Dysart, said the possibility of closing library branches and not opening the Dorset location is unacceptable. But, at the end of the day, the library service is asked to find $90,000 to cut from its final budget.

"Saving a couple of boxes of paper clips is not going to solve the problem," Ryall said. "You're going to have to make some significant cuts to do that."

The library budget was the same amount last year, the $1.234-million.

The library's request for 2024 means a 6.5 per cent levy increase. Ryall wanted to know what the average request is for other county departments.

"Are they in that same ballpark?" he said. "If they are, something's king of cock-eyed because our overall levy is going to be more than seven (per cent)."

"Somebody has to be higher than 6.5 (per cent), even if some are less."

Gary Dyke, the county's CAO, said he doesn't believe an exact percentage increase is a relative number for such an argument. Public Works, the IT Department, and any other county group have varied needs that affects budget requests differently.

The prioritization of spending has less to do with the amount of money being requested than the overall valuation, he said. Basically, that means what is a department's core service and how much does it cost to deliver that core service?

"How do I get to an acceptable number without a reduction in service?" Dyke said.

Ryall said he believes the library service is a core service.

"To not have a library board operational does not make sense," Ryall said. "At the same time, a poorly functioning library service is worse than none at all."

The library has about $215,000 in its reserve fund.

"What exactly are library reserves saved for?" said Coun. Lisa Schell, the deputy mayor of Minden Hills. "If something with the plumbing or something breaks at the library, the county fixes that. That's not going to come out of the reserves of the library."

She suggested the library board dip into its reserve fund to cover some of the budget request.

"This is our rainy day and I think it's time, possibly, to use some reserves for this," Schell said.

Danielsen said every department and each of the lower tier municipalities have experienced cost increases. The library reserve fund has always been used to cover capital needs, she said.

"And the only capital purchases that they've really had to make has been photocopiers," she said.

"To me, taking it out of the reserve is for short-term gain and maybe for long-term pain," said Coun. Murray Fearrey, Dysart's mayor.

He suggested the library's IT needs be serviced by the county's IT Department. That would eliminate a position at the library.

"The integrity of the budget is what it is," Ryall said. "It ain't pretty. It's as ugly as they come. But at the end of the day it's what it is and I am not in favour of using reserve money for operation costs."

He said steps need to be taken this year to address required cuts. Otherwise, the county could face a levy increase of eight or nine per cent next year if nothing is done this year.

"I look at it from the point of view that if you do not properly maintain it, it will break," Ryall said. "If it breaks, it has absolutely no value."

McKechnie said dipping into the library's reserve money would be a Band-aid solution when expenses next year will increase another 10 or 15 per cent.

"They have $1.2-million for salaries right now," he said. "Restructure it. Right now we have to start looking at a lot of these areas."

Robinson said the county is finalizing its year-end tally for 2023 and it looks as if the library will realize a surplus of about $70,000 that will be added to the reserve. "That's the missing piece," said Danielsen.

"Not that I would typically recommend that operational items to come from reserve," Robinson said.

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Township of Algonquin Highlands

Committee Members Required

Council invites letters of interest from members of the public who are interested in serving on the Environment and Stewardship Committee or the Recreation Committee for the remaining term of Council.

Environment and Stewardship Committee

The Environment and Stewardship committee will provide input on the advancement of the Township's policies and initiatives that contain environmental components. The Committee will also propose new initiatives for Council's consideration in support of the Township's commitments to environmental protection.

Recreation Committee

The Township of Algonquin Highlands Recreation Committee actively participates in the recommendation, development and implementation of recreation programs and events at recreation facilities and outdoor spaces throughout the Township.

To view the Terms of Reference for the Environment and Stewardship and Recreation Committees please visit the Township's website at https://www.algonquinhighlands.ca/municipalservices/committees/

Any person having an interest in being appointed to the Environment and Stewardship Committee or the Recreation Committee is invited to submit an expression of interest no later than March 27, 2024, to the attention of:

Dawn Newhook, Clerk/Deputy CAO
Township of Algonquin Highlands
1123 North Shore Road
Algonquin Highlands, ON K0M 1S0
T: (705) 489-2379 Ext. 333
E: dnewhook@algonquinhighlands.ca

Saving money and providing lumber

by **THOMAS SMITH**
Editor

The Lumber Reuse Program at the Scotch Line Landfill started in late October of 2023.

A large amount of high quality, usable lumber was being shipped out of the Scotch Line landfill. The township was fronting the coin to ship off all of its construction materials to an offsite location.

Several residents have only recently learned about this program, including local resident Ashley Smith.

"It's a great program," says Smith. "Not a lot of people know about it, but I think we ought to spread the word."

While the program was started in late October, Minden Hills says they have not implemented the program for long enough to give an exact number of tonnage of lumber diverted from the landfill.

"It will largely gain success in the summer months," explains Chelsea Cosh, Manager of Waste Facilities of Minden Hills. "It's too early to be able to tell."

There are no fees for residents or contractors that drop off reusable lumber, clear of any hazardous materials including any hardware such as screws and staples. Railway ties are one example of wood that is too heavily treated for the reuse program.

"A lot of the contractors think that this is a great idea," says Cosh. "Lumber that is in great shape won't be tossed away."

The lumber reuse program is one that is in place indefinitely, assured Cosh.

"We hope to enhance it and track the successes it is going to bring," says Cosh. "If we can assist the community by reusing this and saving money, it is an all around win to be able to implement the program."

There are no plans to implement fees for residents or contractors that take the time to donate clean lumber that is free from any hardware or contaminants.

While many contractors have already started participating in this program, residents of Minden Hills are encouraged to also take the time to remove any objects from reusable lumber and donate it to the lumber reuse program.

"It's great that many people have been enthusiastic and interested in the program," says Cosh.

"It's a really great program," says Smith. "If I have any little projects that I want to work on, or need only a couple pieces of wood for finishing projects around the house, I'll come to Scotch Line before spending all that money on wood."

In addition to saving costs, many residents are excited that they are reducing their environmental impact and diverting the amount of materials that end up in landfills.

While flyers and other advertisements try to spread the information about the lumber reuse program, residents are encouraged to spread the news of the lumber reuse program by word of mouth.

If you, or anyone you know could use lumber for a variety of reasons, or if you know someone that has clean usable lumber they would like to donate, let them know about the lumber reuse program at the Scotch Line landfill.

Public Health asks for wariness of measles this March break

by **JAMES MATTHEWS**
Local Journalism Initiative Reporter

Students are out of the classrooms this week and the Haliburton, Kawartha, Pine Ridge District Health Unit (HKPR District Health Unit) is advising residents to be cautious travelling this March break as cases of measles continue to rise throughout Ontario and other countries.

Currently, there are four active cases of measles in Ontario and reports of measle cases in two additional provinces.

National monitoring of cases gets reported to the Public Health Agency of Canada who issues weekly surveillance reports and monitoring maps for measles and rubella in Canada.

While measles has been eliminated in Canada, outbreaks can happen when unvaccinated individuals travel to and return from other countries where measles is circulating.

Most of these cases involve unvaccinated or under-vaccinated children. However, a non-travel, vaccinated measles case has been reported in Ontario.

According to Health Canada, only 79 per cent of the population has been vaccinated for measles.

Measles is a highly contagious virus spread through coughing and sneezing that can live for up to two hours in the air. Symptoms of measles include fever, a red blotchy rash, red watery eyes, and white spots in the mouth.

Measles is prevented by vaccination, and Ontario's Routine Immunization Schedule includes two doses of the highly effective measles, mumps and rubella (MMR) vaccines for children before the age of seven years.

"Due to the impacts of the COVID-19 pandemic, some children have had delays of their routine childhood immunizations, which includes the MMR vaccination, and leaves them at risk of contracting measles," said Dr. Natalie Bocking, the medical officer of health and CEO at the HKPR District Health Unit.

"With the rise in measles cases, we'd like to remind and encourage people to ensure all your immunizations are up to date, including the MMR vaccine, particularly before traveling internationally this March break."

Due to the increased risk of exposure when travelling internationally, public health officials recommend travellers be aware of the signs and symptoms of measles. Eligible people who are not up to date with their measles vaccination should get a dose of the MMR vaccine. Those eligible people are infants six to 11 months who will be travelling, and any child who missed their first and/or second dose of the MMR vaccine. Adults 18 years old and older who have previously received one dose of MMR vaccine should get a second jab if they are health care workers, post-secondary students, planning to travel, or based on their doctor's recommendation.

"No matter where you plan to travel, make sure you check the travel health notices page for your destination to ensure you can be prepared and protected from vaccine-preventable diseases," Bocking said.

"It is important to monitor your health before, during, and after your trip. By planning ahead and ensuring you and your children are fully vaccinated, you can enjoy your vacation knowing you all have the best protection.

HHHS begins construction

by **THOMAS SMITH**
Editor

On Mar. 4, the *Times* was offered a sneak peak at the new CT scanner at HHHS.

As shown in the pictures, construction is well under way for the new CT scanner. The CT scanner and mammography unit are welcomed additions to HHHS.

The renovations are underway by Quinan Construction, a construction company based out of Orillia.

"We are hoping summer, it will be open. That's the plan," said Veronica Nelson, president and CEO of HHHS.

This CT scanner, made by Siemens Healthineers, will be the only public CT scanner in all of Haliburton County.

"CT coming to HHHS is truly a game changer in supporting our local and visiting population. CT has quickly become the new standard of care – allowing physicians to leverage the full breadth of their toolkit, reserving EMS services for emergencies, and encouraging new talent to consider HHHS. This is such an exciting moment for our hospital and our community," said Jennifer Burns, Chief Networking executive.

Mammography is the most effective way to detect breast cancer. This machine will service over 6000 women in the area to detect cancers, a decision supported by Cancer Care Ontario.

Pictured right: Veronica Nelson, left, and Melanie Wong, right, pose near some tools that are used in the construction of the new CT scanning facilities at Haliburton Highlands Health Services. /THOMAS SMITH Staff

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IMPORTANT TAX INFORMATION

The 2024 Interim tax bills were mailed on Friday, February 23, 2024. If you have not received your bill(s) prior to the March due date, please contact our office.

The Interim tax bill will be payable in two installments: March 22 and May 24, 2024. This bill has been calculated using the 2023 annualized assessment multiplied by 50% of the 2023 applicable tax rate(s). Payments received after February 12 may not be reflected on your tax bill. Please note that any overdue amounts shown on your tax bill do not include penalty/interest for February and March. Please contact our office for a current balance at 705-286-1260 email: admin@mindenhills.ca.

Property owners are responsible to provide to the Municipal Office written notification of any address change. As per the Ontario Municipal Act, 2001, failure to receive your tax bill does not exempt penalty charges from being applied to a tax account.

EMPLOYMENT OPPORTUNITIES

We are currently seeking energetic and highly motivated individuals for the following positions:
• Building/By-law/ Planning Clerical Assistant (Temporary)
• Supervisor of Parks, Recreation and Cemeteries
• Parks Summer Students
• Cultural Centre Summer Students
Please visit our website at www.mindenhills.ca/careers/ for a complete list of available positions and how to apply.

SPRING LOAD RESTRICTIONS (HALF LOADS) IN EFFECT

Half Load weight restrictions are placed on roadways and posted each year in the spring for approximately 1-2 months. Persons contravening this regulation will be prosecuted under Section 122 of The Highway Traffic Act. Please watch for and obey posted signage. Visit www.mindenhills.ca for updates.

COUNCIL MEETINGS VIRTUAL, IN-PERSON

Council and Closed Session meetings are currently being conducted with a hybrid model of in-person (Council Chambers) and electronic participation in accordance with the Municipal Act. Meetings begin at 9:00 AM unless otherwise noted. The scheduled upcoming meetings are:

• **March 26** – Special Council Meeting (2024 Final Budget and Business Plans) • **March 28** – Regular Council Meeting and 2024 Budget (Ratifying 2024 Final Budget and Business Plans)
• **April 11** – Regular Council Meeting
• **April 25** – Regular Council Meeting

Members of the Public are invited to observe Council proceedings by attending in-person or via the live-stream link on the Township CivicWeb Portal at https://mindenhills.civicweb.net/Portal/MeetingTypeList.aspx. Visit our website for more information.

A MESSAGE FROM THE FIRE DEPARTMENT

No ice is safe ice, use extreme caution before heading out on a frozen lake or river. Temperature changes or a fresh snowfall can contribute to concealing thin ice. There are three steps to assess ice safety: 1. Complete a visual inspection. 2. Note the colour of the ice. 3. Measure the thickness of the ice.

WINTER PARKING

From November 1 to April 30, 2024 overnight parking is illegal from midnight to 8:00 AM on township roadways and parking lots. Parking in the turning circle of a cul-de-sac is prohibited during all hours. Vehicles parked in areas that interferes with snow removal will be towed away and/or ticketed at the owner's expense.

REUSE CENTRE REOPENING

The Reuse Centre at the Scotch Line Landfill will open for the season on March 15, 2024. Are you spring cleaning? If you aren't sure what to do with the things you no longer need, bring them to our Reuse Centre for someone else to use and enjoy. Please ensure items are in good reusable condition.

MINDEN HILLS CULTURAL CENTRE

MINDEN HILLS Cultural Centre

• Archie Stouffer Elementary School presents their 1st annual student exhibit with the theme of what Minden means to the artist. Selections for our permanent collection and new acquisitions are also on display. The exhibits will be on display in the Agnes Jamieson Gallery until March 30. Gallery open Tuesday – Saturday from 10 am – 4 pm. Admission is by donation.

• The Knitting Village provides free knitting lessons for children ages 11-14. The next class is scheduled for Tuesday, March 19 from 3:30 – 4:30 p.m. at the Minden Hills Cultural Centre, 176 Bobcaygeon Road. All materials are supplied.

• Stop by Nature's Place for FREE drop-in activities during March Break Visit www.mindenhills.ca/calendar for details on these programs/events.

7 Milne Street, PO Box 359, Minden, ON K0M 2K0 705-286-1260 Toll Free: 1-844-277-1260 Fax 705-286-4917 Township.Minden.Hills Minden Hills@twpmindenhills

YWCA Announces the Hazel Education Bursary

YWCA Peterborough Haliburton Education Awards Committee welcomes applications for 2024 Hazel Education Bursary. Applications are due Thursday, Apr. 18.

YWCA Hazel Education Bursary is intended to help women who have experienced gender-based violence reach their goals through education or training.

YWCA Peterborough Haliburton Board of Directors, through the Education Awards Committee, and with the generosity of donors in our community, offers two bursaries of $1,500 and two bursaries of $2,500 to women who:

- have experienced barriers related to the impact of violence and abuse;
- have a dream to strengthen their economic security;
- are a resident of Peterborough City/County or Haliburton County;
- seek to further their formal or informal education, or develop skills.

Please note: Women from rural areas will be given special consideration for this award, in honour of Hazel's request.

Hazel's Legacy

Since 1998, the YWCA has honoured Hazel's vision of helping women pursue their dreams and overcoming barriers related to their experiences of violence and abuse. Hazel was a consumer, advisor, and volunteer of several community services. Hazel passed away in 1996, after a long struggle with breast cancer. Soon afterwards an education fund was created by friends and admirers to honour this very special woman.

To apply

To learn more about YWCA Hazel Education Bursary or to apply, please visit our website at www.ywcapeterborough.org or contact Emily Jensen, by phone at 705-743-3526 ext. 120 or by email at ejensen@ywcapeterborough.org.

Applications are reviewed by the YWCA Board of Directors' Education Awards Committee. All personal information is kept confidential and applicant names are not shared with committee members.

Submitted by YWCA Peterborough Haliburton Education Awards Committee

OFT conservation supports course

The Ontario Farmland Trust (OFT) and the University of Guelph's Rural Planning and Development (RPD) master's program have partnered to develop a specialized course in farmland protection. OFT has received financial support from the Ontario Agricultural College (OAC) Alumni Foundation to support their contribution to the development and delivery of the course.

The course was formed through significant discussions between OFT Executive Director Martin Straathof, and Dr. Sara Epp, faculty member in the RPD program.

The course offers RPD graduate students an in-depth look at the value of Ontario farmland, and methods for the permanent protection of agricultural land and food systems. The course will conclude with a final project focusing on the practical development of local farmland preserves and a toolkit to support municipal planning departments.

"The pursuit of local agricultural preserves will require collaboration between farmers, municipalities, agricultural organizations, land trusts, grassroots organizations, and community members across Ontario," says Straathof, and emphasized that the time to act is now.

Straathof notes, "Rural and urban needs can be balanced, which creates the ideal long-term plan for communities to access healthy, local food. But farmland is under significant threat of sprawling development. Students of this course will come away with an understanding of the complexities of protecting farmland and why it is vital for Ontario's future."

An additional benefit of this course is that the students' final project will provide practical agri-food planning resources for the long-term protection of farmland.

"OFT's initiative to develop and collaboratively deliver this course aligns seamlessly with the RPD program's commitment to practical and experiential learning, while addressing the urgent need for farmland preservation in Ontario." explains Dr. Epp. "Its innovative approach to integrating agricultural land preservation into our curriculum presents a unique and vital learning opportunity for our students."

Students from the course will be attending OFT's annual Farmland Forum event, on March 21, 2024 in Elora, Ontario, to present their final project. The Farmland Forum provides a platform for discussing topics on the intersection of farmland preservation, community planning, food security,and Ontario's agri-food sector to a mixed audience of planners, policy makers, farmers, researchers and conservationists. Tickets are still available by visiting www.ontariofarmlandtrust.ca/forum/.

About the Ontario Farmland Trust

The Ontario Farmland Trust is a non-profit, charitable organization that works across Ontario to protect farmlands and associated agricultural, natural and cultural features of the countryside for the benefit of current and future generations. Since 2004, OFT has been facilitating Farmland Conservation Easement Agreements with land owners, currently holding 22 agreements across Ontario. OFT is celebrating its 20th anniversary in 2024, and aims to increase the number of agreements exponentially over the next five years. Donations are necessary to fund this work, and are gratefully accepted at www.ontariofarmlandtrust.ca/donate. Businesses wishing to make an impact to protect farmland are encouraged to inquire with OFT about ways to partner.

Submitted

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See the Minden Cat Angels Facebook page for more information.

Squash sits under a heat lamp at Minden Cat Angels (MCA) /THOMAS SMITH Staff

Daisy awaits adoption at MCA

Raven rolls in catnip at MCA, waiting for a forever home.

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Columns and Letters to the Editor

The Times

2 IGA Road, Box 97
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• 705-286-1288 • Fax 705-286-4768
Published by White Pine Media Corp

DAVID ZILSTRA
Publisher and Ad Director,
david.zilstra@gmail.com

JENNIFER MCEATHRON, Admin
jenniferm@haliburtonpress.com

DEBBIE COMER, Circulation
debbie@haliburtonpress.com

THOMAS SMITH, Editor
thomas@haliburtonpress.com

JAMES MATTHEWS, Local Journalism Initiative Reporter
james@haliburtonpress.com

VIVIAN COLLINGS, Reporter
vivian@haliburtonpress.com

KAREN LONDON
Production Co-ordinator
karen@haliburtonpress.com

REED SACHAROFF
Production

JANINE TAYLOR
Production

LAURA SMITH, Sales
laura@haliburtonpress.com

PAUL BANELOPOULOS, Sales
paul@haliburtonpress.com

INSIDE SALES
classifieds@haliburtonpress.com

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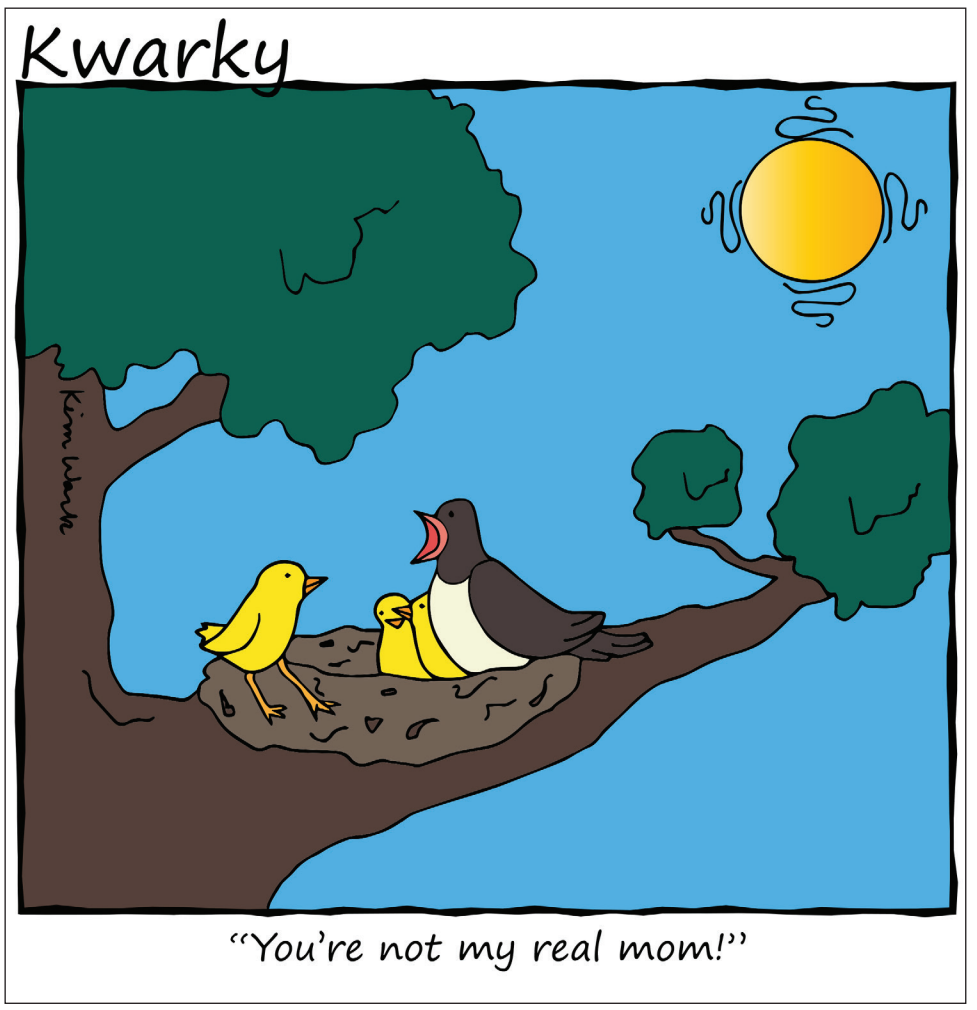


"You're not my real mom!"

Libraries are lifesavers

HAVING FUN isn't hard, when you've got a library card.

I love libraries. Ever since I was a kid, libraries have been a happy and welcoming space.

Every time I enter, I know that I will be leaving the library with an exciting book or movie that will bring me on a grand adventure.

Libraries are attestments of modernity by offering their services free to the public. Libraries that act as central community learning spaces are vital for the betterment of ourselves and for our future generations. Simply put, pay walls hinder growth.

For those not in-the-know, Haliburton County Public Libraries (HCPL) do a lot more than just loan books and movies.

To begin gardening, HCPL offers seed libraries in Dysart, Minden Hills, Stanhope, and Wilberforce. If you have ever had the itch to grow your own food or flowers, the library offers seeds that have been donated by the public for anyone to take. This is the perfect chance for people to see what varieties of plant species can be grown in the county. Knowledge is passed from generation to generation within our own communities through providing seeds with information regarding the names of the plant, cultivars, townships the plant was grown in, and how many years the plant has been growing in the area. This information and ease of access to gardening provides happiness and enrichment with a higher chance of successfully growing plants in an area that has harsh growing conditions.

THOMAS SMITH
Editor

While working or playing video games, I indulge myself with an audiobook using the Libby app from the library. As an alternative to traditional reading or listening to music, I can easily and happily digest an audiobook in less time than traditional reading.

Printing, copying, and scanning services at libraries have been vital for me throughout my life for signing forms, applying to jobs, and crafting. With quality printers and a steady supply of ink costing hundreds of dollars, it is not a smart financial decision to purchase a printer and pay for its upkeep. With printers forcing customers to purchase proprietary ink refills, libraries offer a lifesaving service for those that do not have the ability to print things such as job agreements, leases, benefits, and other important applications.

This March Break, there are a plethora of events for kids to do at the local libraries. On Mar 13th at the Stanhope branch, Wild About Wildflowers and Herbs offers youth in the community to learn about starting seeds and how to care for seedlings. An Author Read-a-Loud event is taking place on Mar 15th at the Dysart branch. This event offers readings from Daniela Ferante and Dina Russo-De Cotiis, authors and educators from Little Light Books. Even an If You Give a Mouse a Cookie Party happening on Saturday Mar 16 sounds like an awesome time for kids and cookie lovers alike. Although the event listing says families and kids ages 0-8 are welcome, maybe you'll catch me sneaking in for a sweet treat.

Andrea Brown, CEO and chief librarian says that the services that libraries offer can't be quantified. The decision to cut costs at the Dorset branch of HCPL is sickening. As Danielsen says, each other municipality gets 48 to 60 hours of library service. Algonquin Highlands gets only 12. If it was between continuing operating ambulance services in the county or cutting library costs, I can certainly understand why the decision is made in favor of the ambulance services. However, the importance of the HCPL should not be understated.

From room rentals, to Indigenous Resources, to simply offering a safe, warm, and quiet space for people looking to take a breather, HCPL offers resources that purely help our community. I ask that anyone that reads this editorial to please go out and visit your community's local library this week. Show them the love and support that they deserve. Take out the book you've been meaning to read, rent a movie, or simply visit and inquire about events and services the library offers.

Trust me when I say that the libraries have something for everyone.

Rubber birds

THOSE OF us who have turkey hunted for a long time are aware of how far our decoys have come in terms of realism and practicality. My first turkey decoys looked almost like a large rubber chicken, and attracted some too. But otherwise, they worked just fine.

Unfortunately, hunters are nothing if not people who are always looking for the next excuse as to why they came home empty-handed. And, it was easy to blame these unrealistic rubber decoys – which, to this day, is one of their greatest advantages.

This is why we tinkered with them. At first, we modified our decoys with a new paint job, or perhaps by taping a real turkey beard onto the chest of a tom decoy, or by just making sure our decoys were so precariously balanced on their poles that they moved and spun in the lightest breeze.

STEVE GALEA
Beyond 35

I even knew one guy who took out a frozen butterball, based on the theory that nudity might draw in the desperate males.

And while these modifications worked, some of us still got skunked so we had to continue improving, and explaining why we spent so much time playing with our big rubber birds.

Of course, the turkey decoy conglomerates soon recognized that hunters appeared to be prime candidates to buy new improved models of turkey decoys each year to replace their perfectly good older models– something no sane person in the world could have envisioned.

That's why, each year, manufacturers continue to bring out more realistic-looking decoys. These decoys are so lifelike and perfect that I'm beginning to wonder what the turkey decoy makers could do next to improve them.

I do have an idea or two though – each patent pending.

One of the most effective means to imitate a bird is to simulate its behaviour. That's why, based on my experience, I think it would be good to create a decoy that comes with a laser rangefinder. Then, you could consistently set it up just out of gun range, for a more realistic set up.

Or how about a bird so lifelike that you can never find it in the morning?

But the best way, I think, would require a decoy maker to team up with a cooler company to create a decoy that doubles as a cooler. This would be perfectly shaped to hold a 20-pound frozen turkey. It should also come with a fully feathered carrying bag. That way, you'll never walk out of the turkey woods empty handed again.

Oh, I know this is a bit elaborate, but I also think this is the logical progression of decoy technology. But, just in case you are worried this spells the end of turkey decoy innovation, I propose that in each season following, turkey decoy makers could release stuffing, gravy or cranberry accessory packs.

After that, they could create decoys that bake, smoke, or deep fry the frozen birds within, while you sit peacefully for a few hours in the spring woods watching.

The downside is that this will eventually turn every turkey hunt into a coyote, fox, or bear hunt, because every one of those predators downwind of your decoy will come running.

Which is why you'll need at least one more decoy to lure them off.

In case you are a turkey decoy designer, my cut will be a poultry 10 per cent …

InOtherWords

Columns and Letters to the Editor

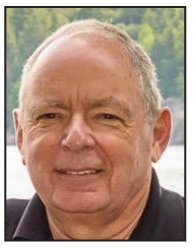
A time for ad blockers

IT'S THE curling bonspiel season and I've been watching a lot of the games on television. Exciting to watch, but too much time in front of the TV has led me to conclude it's time to buy an advertising blocker.

Ads on TV, and the Internet, are totally out of control. There are too many of them, most lack relevancy and too many are just plain stupid.

And they are becoming more frequent, and longer. U.S. TV advertising minutes per hour grew by six per cent in the fourth quarter of last year.

The worst ads come from the drug industry. They push junk remedies for everything from toenail rot to dementia. They urge you to call your doctor about a drug, which they hope he or she will prescribe by the truckload to cure whatever ails you.



JIM POLING SR.
From Shaman's Rock

If we all called our doctor about one-tenth of the rugs advertised, doctors would be on the phone most of the day with little time to actually practise medicine.

Ad blocker sales have blossomed in the last few years. Various studies show the worldwide average for use of ad blockers is close to 40 per cent. Advertising dollar losses due to ad blocking is in the billions.

Advertising is important. It should inform us about products and help us to make better buying decisions. It supports newspapers, television and various other forms of media. It creates jobs that provide income that bolsters the economy. But it has gone beyond the pale.

Because TV advertising has become excessive, its revenues are declining. The growth of streaming platforms and social media are steadily taking people have away from it.

A larger factor, however, is refusal of ad companies to recognize they are driving viewers away by bombarding them with bad ads.

Surveys show that more than 75 per cent of TV viewers do not actively watch TV ads. When TV ads come on, many pick up their smart phone to see what is happening there. Others are buying ad blockers.

China has come up with another way of stopping ads from interrupting viewer's enjoyment of favourite programs. It prohibits commercial breaks during a show, relegating TV ads to slots between programs.

Surveys also show that the money product companies pour into TV advertising brings poor returns. Some research shows that some companies spend more on TV commercials than they earn back in additional sales.

Those companies could reverse that trend if they viewed their TV ads a bit more intelligently. Make them less repetitive, more focussed and interesting and target them to the correct audiences.

Recent Brier curling broadcasts showed just how bad the targeting can be. The most prominent ads in the men's playdowns were from an agricultural seed company that evidently assumed that most viewers were large western agricultural farmers.

My guess is that the largest block of curling viewers was not commercial Prairie growers but average folks like you and me. The only seed we buy is two-pound packages of grass seed to fill in patches of lawn winter kill.

There are some TV ads that are well done - informative, entertaining and helpful. My favourite is the one with the guy and his son out fishing on an ocean or large lake. The son, holding up a fishing lure found near the boat's ignition, asks dad if he has seen the boat keys.

Dad, who has just cast out his line with a set of boat keys loosely attached to the end, says he hasn't.

The keys fall off the line and sink to the bottom while dad, completely unaware, leans back in his boat chair, admires the scenery and says: "I could just stay out here forever."

The ad is sponsored by an eyeglass company and sends the message that if you get your eyes checked and buy proper eyeglasses you won't mistake boat keys for fishing lures.

Another shows a woman who believes nothing gets done right unless you do it yourself. So, she stuffs her sleeves with straw, dons a scarecrow hat, goes into a field bothered by birds and drapes herself over a scarecrow cross.

I can see myself in both those ads.

Minden Memories

A photo showing loggers at the north end of Gull Lake. These rafts not only provided shelters for the loggers, but they also carried specialized forestry tools, like the cant hook the logger was holding. A cant hook is used to move and turn logs on the water. /Photo courtesy of Minden HIlls Cultural Centre

Division does not belong in politics

To the Editor,

Mr. Poilievre, and what has become the Regressive Conservative Party, are in favour of cutting Canada's aid to Ukraine.

Does anyone remember how this world stood by while Hitler invaded and devastated Poland?

Russia and Canada are in dispute over land claims now. Do we remember why the Dew Line was built?

As Putin and Trump, Poilievre too seems to have a great thirst for undisputed power. This is scary, particularly as our planet burns.

Politicians of every stripe should not be only interested in their own job and personal and party power - good politicians are good people who work as a team across party lines to find solutions for all, to save our planet and all its inhabitants. Do we remember that this is how Canada got Universal Healthcare (CCF/NDP Tommy Douglas working with the Liberal government of the day)? And most recently (again thanks to the NDP and Liberals) achieve Canada's Dental Plan and newly introduced PharmaCare bill.

Using fear, misinformation and anger to create and fuel division does not belong in politics, does not protect democracy and will not serve to protect our planet or fix what is broken in our country, or in our world.

Working together, finding common ground and building joint solutions - is what governing is about - it is what most of us want for our families, our communities, our planet.

The value of learning from history is to help prevent us from repeating mistakes and committing atrocities. It is also a very valuable roadmap for continuing to build on accomplishments toward achieving an equitable society and healthier planet.

Fred Phipps
Haliburton

MNRF rightfully charged fine

To the Editor,

The article that Jim Poling has written, headed "A mean-spirited ministry", regarding his fine from the MNRF for not completing his Mandatory Reporting, is a silly diatribe.

It's not the first time that mandatory reporting has been required. It's been required for years. There was lots of forewarning about the fact this $25 fine was coming. Not reporting has been an issue for years & the MNRF decided, rightly in my opinion, to finally put some teeth into this requirement.

I've never had an issue with my ability to report. Ever. And I've been doing it for almost as long as he has.

Don't snivel about the fine, you knew all too well reporting is required.

Perhaps he's one of the reasons this fine was required?

Not buying another license? Oh well.

Larry Leacock,
Little Boshkung

The Four Horsemen: Trauma, Grief, Depression, Anxiety

FAY MARTIN
Poke, Peel, Pair, Ponder

DR. PETER Attia, in his recently published book, *Outlive*, which tells us how we can join the burgeoning group of centenarians, identifies the Four Horseman of chronic disease – Heart disease, Cancer, Diabetes and Dementia – that undermine what he calls a 'healthspan', not so much how long you live but how healthy and functional you remain as you age.

Attia identifies the magic ingredients in managing the Four Horsemen to prevent them from becoming chronic and debilitating in this order: exercise, nutrition, sleep and emotional health. He isn't as instructive about how to achieve emotional health as he is about other conditions – probably because the medical profession, of which he is a somewhat reluctant and cynical member, is late coming to that party.

Attia needed to achieve emotional health before he could bring this big book to fruition, but his personal experience involves resources that are unaffordable to most of us, and in short supply. His journey included two weeks-long stays in residential programs and an on-going flotilla of therapists.

Achieving emotional health is a very common theme in many memoirs. Each of them could be considered a pathway of crumbs through the forest marking the way to health. Many of these strategies are more affordable and accessible than Attia's. I'm going to boldly suggest that the Four Horseman of emotional health are Trauma, Grief, Depression and Anxiety. And that preventing them, or catching them in early phases and learning to deal with them so they don't become chronic, starts with the same ingredients as dealing with the medical Four Horsemen.

But I'm also going to boldly build on that foundation by sharing what I think are the overlaps in memoirs that put meat on the bone of Attia's recipe for emotional health. What are they?

The first is Name and Claim. The recognition that a serious problem exists. Simmering it into something that can be convincingly named, a handle to hold on to. Owning it as yours to deal with.

The second is Posing it as a Problem to be Addressed. I don't say solved because that is probably many iterations down the road, and the problem may in the end become a life companion, something you've become comfortable living with. (As, for example, addicts describe themselves as recovering -- for a long time, maybe forever.) The important word is Posing, which implies a sense of agency, finding an 'I' that can 'do'. Building on and strengthening that 'I' by exercising it.

The third is Being Compassionate. With oneself as the bearer of the problem. With all the people and circumstances that made it a problem for you. With not getting started earlier or not making progress faster or not achieving your ultimate goal.

A recent article in the *Globe and Mail* by Julia Samuel (Losing the Language of Grief, Feb 17/24, Opinion section) suggested that the proliferation and medicalization of what I'm calling the Four Emotional Horsemen does us a disservice by distancing us from the work that, in the end, can only be done by us, by the person who is experiencing the trauma, the grief, the depression, the anxiety. There can be – probably must be – helpers, but there is no magic pill that cures, no vaccination that protects, no surgery that excises the problem. Relief, perhaps, a reprieve from symptoms, but not resolution. Resolution is shaving the problematic condition to a size and shape that the person who has it can live with. Very individual. Very tailored. Hard to quantify. (Which is why medicalizing these conditions is particularly problematic: my grief at 3 on a scale of 5 is not your grief at 3, and by the way, what day and what hour are you referring to?)

Because I spent much of my career in toxic environments, before we had a construct called moral injury, I developed a procedure for what I called doing emotional laundry. I tried to do it every day between leaving work and getting home so I didn't bring that darkness into my family. Sometimes I had to take additional time in a soothing task like tidying and watering the plants before I was ready for domestic life. Sometimes I had to take longer breaks – time away, total immersion in a novel.

I did my emotional laundry using a variation on the 3-step process I described above: name and claim, pose it as a problem to be resolved within my capability, be compassionate about all that lays beyond the scope of my and my clients' capacity (which was most of it: we were equally although differently squeezed by society's malfunction). I see it at work in my memoir and in many that I read. Try it, if you want.

HCPL's Book of the Week

Eleven-year-old Leo is an "armchair adventurer." This, according to Dad, means he'd choose adventures in books or video games over real-life experiences. So when he, Lizzie, Mom and Dad leave the city to visit Grandpa on Heron Island, Leo finds all kinds of dangers to avoid — from the deep, dark ocean to an old barn on the verge of collapse.

Despite Leo's best efforts to avoid it, adventure finds him anyway when Grandma's beehives go missing in the dead of night. Infuriated, Grandpa vows to track down the sticky-fingered thieves himself... with Leo and Lizzie (plus a kitten named Mayhem) in tow.

Recommended for ages 10-12, *The Big Sting* by Rachelle Delaney is nominated for the 2024 Silver Birch Award®. Available to borrow from the Haliburton County Public Library.

U-Links celebrates 25 years with logo design contest

by **THOMAS SMITH**
Editor

A student measures the circumference of a tree for the Trent Biomonitoring Class and Dahl Forest Monitoring for HHLT. /Photo credit, Joshua Solti

In 1987, Professor Tom Whillans of the Environmental Studies Program and Professor John Wadland of Canadian Studies at Trent University were enraptured by the Brundtland Commission's report Our Common Future. The report's message of 'Think Globally Act Locally' perfectly meshed with the duo's interest in the theory of bioregionalism.

When first looking for a location for U-Links, the pair looked at the Peterborough area to service the Trent-Severn water system. They decided that they wanted to fixate themselves near the headwaters of the Trent Severn in Haliburton County.

Wadland and Whillans's course debuted in 1989 and situated themselves on Kushog Lake in Algonquin Highlands. After years of successfully facilitating connections between community and students, Wadland and Whillans pushed for the creation of a community-based committee in Haliburton County. The U-Links Centre for Community-Based Research formed in 1999 under the Haliburton County Community Co-operative, an organization that focused on economic development and community capacity in the surrounding areas.

U-Links has successfully connected community members of Haliburton County with researchers from Trent University, Fleming College, and other research institutions.

Community members have been bringing their research questions for 25 years.

As the only rural-based research centre in North America, U-Links offers a unique opportunity to bank the knowledge of the local community and to further advance research in a variety of disciplines.

Currently, around 80 per cent of the problems revolve around the environment and 20 per cent are in the social and business areas, says Dr. Andrew Gordon, Director of U-Links.

"You get your problem solved and it's a great learning experience," said Gordon.

This process is different from traditional academic research as a premade problem is brought from the community to researchers, says Gordon.

Andrew Gordon is no stranger to the area. "I grew up in the Dorset area," said Gordon. Gordon's father worked for the Frost Centre and Gordon also did Forestry school there, before becoming a professor at the University of Guelph for 32 years.

"We like to work with people who are interested in doing research," explained Jim Blake. "It comes from the community, for the community."

U-Links' online database contains over 900 research projects ranging from topics such as apple trees in Haliburton County, benthic invertebrate populations in Haliburton's water systems, and a study on transportation needs.

Research conducted with U-Links is fed to larger datasets throughout the province and country, said Blake.

"All the students getting research experience are facilitating the congregation of data," said Blake.

For a lot of students, it is their first time getting hands-on research experience that also benefits the local community, says Blake.

Around a third of funding comes from Trent University, and the remaining funds come from private donations, organizations that benefit from research conducted, municipal and county funding, and grants.

Currently, U-Links is seeking submissions for a logo that represents their 25th anniversary. The U-Links website states:

"The Logo should clearly indicate U-Links 25th Anniversary but other than that designers are free to integrate into the logo, themes that address learning, education, students, local issues and Haliburton County. There is no restriction on the use of colour or design patterns. The only request is that it can be printed in black and white or in colour."

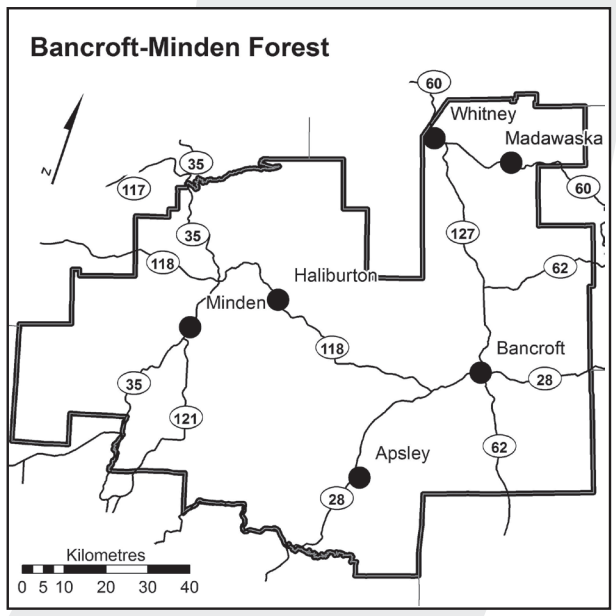
Submissions from local artists will be accepted until Mar. 15.

A $75 gift certificate to Curry's art supplies will be awarded to the artist of the chosen submission. More details can be found on their website.

INSPECTION

Inspection of 2024 – 2025 Annual Work Schedule for Bancroft-Minden Forest

The April 1, 2024 – March 31, 2025 Annual Work Schedule (AWS) for the **Bancroft-Minden Forest** is available for public viewing by contacting the **Bancroft Minden Forest Company (BMFC)**, during normal business hours and on the Natural Resources Information Portal at https://nrip.mnr.gov.on.ca/s/fmp-online beginning **March 17, 2024** and for the one-year duration of the AWS.



Scheduled Forest Management Operations

The AWS describes forest operations such as road construction, maintenance and decommissioning, forestry aggregate pits, harvest, site preparation, tree planting and tending that are scheduled to occur during the year.

Tree Planting and Fuelwood

BMFC is responsible for tree planting on the Bancroft-Minden Forest. Please contact the Forest Company listed below for information regarding tree planting job opportunities.

For information on the rules for obtaining fuelwood for personal use, please visit: ontario.ca/CrownLandWood. For commercial fuelwood opportunities, please contact the Forest Company listed below.

More Information

For more information on the AWS, to arrange a meeting with MNRF staff to discuss the AWS or to request AWS summary information, please contact the MNRF staff listed below:

Dimitrii Boyko, R.P.F.
Ministry of Natural Resources and Forestry
Peterborough-Bancroft District 106 Monck Street
P.O. Box 500
Bancroft, ON K0L 1C0
tel: 343-401-0031
e-mail: dimitrii.boyko@ontario.ca

Julie Edwards, R.P.F.
Bancroft Minden Forest Company
51 Hastings Street North Bancroft, ON K0L 1C0
tel: 613-223-6890
e-mail: julie@bmfci.ca

Stay Involved

Further information on how to get involved in forest management planning and to better understand the stages of public consultation please visit:

ontario.ca/forestmanagement

Ontario

Cultivating joy: The solution to LTC

by VIVIAN COLLINGS
Times Staff

Lurking in the shadows of crises in Canada are long-term care homes.

During the Aging Together as Community's conference, Dr. Pat Armstrong, professor of sociology at the University of Toronto, spoke about her involvement in research of long-term care homes across the globe.

Canada, in comparison with other countries, is on the bottom rung of places with desirable care.

LTC homes can no longer be out of sight, out of mind, she says.

"Our purpose is to put life into years, not years into life," Armstrong said. "Our goal is to understand that care is a relationship, a relationship that can bring joy to everyone involved in long-term care."

This joy is dependent on the working and living conditions of a care home.

"We argue that joy is possible when people have a sense of belonging; when they have the opportunity for purpose and meaning," Armstrong said.

And to get there, her team spent 10 years researching the successes and downfalls of long-term care homes in Norway, Sweden, the UK, the US, Germany, and Canada.

One of the main ways they conducted research was to send teams into government-regulated homes for a week at a time.

"Each team was multidisciplinary," she said. "We would interview, observe, and then get together and talk about what we saw and what we heard."

They talked to everyone: Those who did laundry, housekeeping, dietary work, those who provide direct care, residents, their families.

"We were looking for what we call ideas worth sharing, because we're convinced there is no single right way," Armstrong said.

Proper care depends on the residents, their health, the location of the home, and available social services.

The first idea she shared was a new way of seeing LTC.

"We know long-term care doesn't have a good reputation in Canada. It is often seen as a last and worst resort. But, family members in Germany and Sweden did not feel guilty like they do here. A study showed that Swedish people over 65 would prefer to go into nursing homes if they needed help with more than two daily living activities," Armstrong said. "That's certainly not the case here.

She highlighted what's worthwhile to keep in our current system.

The first is company.

"We know that isolation kills. The Ontario Science Table found that even if they had less complex care needs, those with less family and friends were more likely to die."

The second is safety.

"One example was a woman who said she was insulin dependent, had a stroke, and couldn't remember to take it on her own."

The third are activities.

"They're much less likely to sit and watch TV all day with activities."

The fourth is lack of chores.

"Many residents were happy someone else takes care of meals, cleans the bathroom, and washes the sheets."

Next came what needs to change.

"Of course staffing is the first thing that comes to everyone's mind."

Staffing levels in LTC in Sweden are twice as high as Canada.

With that many people, staff are able to take extra time to complete tasks.

"They can take time with the residents and their families to know what makes them laugh. They can take the time to help residents walk rather than putting them in wheelchairs," Armstrong said. "When staff have the time, family members do not need to fill major gaps, which is what's happening here."

Of course, job security and continuity are needed for all staff members. Simply adding more wouldn't be effective.

"In Ontario, over half of long-term care staff are part-time, and a growing number of staff are from temporary help agencies," Armstrong said.

She said a sense of security and belonging is as important to staff and families as it is to residents.

"It takes more than numbers. To support continuity, staff need full-time employment opportunities and decent wages so that they are encouraged to stay. And it takes more than numbers and wages to create the conditions for joy. The staff need to have the training, which means recognizing the value of the skills required. Too often, the skills are dismissed as something anyone could do," Armstrong said.

She said it takes skills to feed, dress, bathe and calm down residents depending on their needs.

"Skill recognition and training are only one aspect of responding to residents as individuals. Staff need the right to act on their own knowledge based on individual needs and preferences."

Which brought her to rules and regulations surrounding LTC homes in Canada.

"They can limit the staff's ability to act on the basis of their skills. Staff are required to spend more and more time reporting on and counting what they do in ways that not only take time away from care, but also limit their ability to respond to individual preferences," she explained.

Most scandals occur in for-profit long-term care facilities. The response was to introduce more regulations, like counting bowel movements and how many glasses of water that have been drunk."

She highlighted a quote said by Albert Einstein himself, "Not everything we can count counts, and not everything that counts can be counted."

"Try counting joy," Armstrong said.

Adding on to better situations for staff in these homes, she said teamwork is a source of accountability.

"In a Norwegian home, staff coming off their shift had coffee with staff starting their shift to talk about specific residents and to share strategies about how to respond to those," she said.

Another Norwegian home trained staff to integrate music into everyday life. When residents came into the home, staff made a copy of their favourite music. The list would be posted above their beds, and staff could play one of their favourite songs as they began bed care.

"This home also had a choir made up primarily of people who otherwise didn't speak," she said.

Her last point was the importance of the location and accessibility of facilities.

"Residents want to be part of the community where they can bring the outside in and the inside out," she said.

She summed up her presentation with one final perspective.

"Life without risk is boring. The focus on years into life rather than life into years is a focus on risk avoidance." Armstrong said. "We need to start saying, 'How far can they go?' Assume that they can rather than they can't. We have to dare to dream."

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Township of Algonquin Highlands

NOTICE
ADOPTION OF 2024 BUDGET

NOTICE is provided that the Council of the Township of Algonquin Highlands proposes to enact a By-law to adopt the 2024 Municipal Budget at its Regular Meeting scheduled for **Thursday March 21, 2024**.

The meeting will be held in the Council Chambers located at 1123 North Shore Road, Algonquin Highlands commencing at 9:00 AM. Members of the Public may also observe Council proceedings by joining a live-stream link. The live-stream link can be found on the meeting Agenda at https://algonquinhighlands.civicweb.net/portal/

Dated this 7th day of March 2024.

Dawn Newhook, Clerk/Deputy CAO
Township of Algonquin Highlands
1123 North Shore Road
Algonquin Highlands, ON K0M 1S0
T: (705) 489-2379 Ext. 333
E: dnewhook@algonquinhighlands.ca

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Z9Works Small Business Tech Workshop

by **THOMAS SMITH**
Editor

On Mar. 1st, 2024 Z9Works Inc. offered a workshop on applying technology to small businesses. Their talk began with a discussion of artificial intelligence and how people can streamline aspects of their small businesses.

"ChatPGT that has been the name of the breakthrough AI that was released last year. Since then it has been bought over by Microsoft. It is an AI available to everybody," explains Maria Zenina. "There is a Google version called Gemini. It is an artificial intelligence capable of generating new content."

"It is very very handy in your day-to-day work. It is a lot of fun to play with but it is also helpful in your day to day work," explains Zenina. "You can write job descriptions, summarize documents and create training materials."

You cannot rely 100% on the answers it gives you. While it may sound like a professional, you do need professionals to verify the answers and you should be cautious with feeding it any personal information, says Zenina.

Business owners must heed caution though. Information that you feed the AI becomes a part of its pool and that information is no longer safe.

Oleg Zenine, owner of Z9Works, demonstrated the use of ChatGPT to write a press release for a made-up product. Using specially worded prompts, ChaptGPT has the capabilities of generating a press release. It can add fun flare, can edit the release to make it shorter, and add detailed descriptions that small business owners may find challenging.

In addition to using ChatGPT, Zenine demonstrated Bing's Image Creator. With a specific description of a made-up object of pine sap and apple juice in front of a backdrop of the Canadian wilderness, Image Creator generated 4 images.

These images are copyright free and can be used with your own press releases.

Microsoft 365 and Google Workspace were also highlighted. Opportunities to create presentations, use emails, and have access to a variety of tools were shown in the presentation.

Using cloud services adds protection of data and the ability to add data on any device and the ability to work anywhere, says Zenina.

It is strongly advised that every employee has their own account and individualized access to various accounts. Small businesses should not give out sensitive passwords to employees that come and go, says Zenina.

While it may be costly to pay for multiple accounts for some services, it is highly recommended for businesses as they grow. While traditional security measures were all about video surveillance, the progress to digital data and storing in the cloud lets you not rely on hard drives or a tape.

Train your employees to properly dispose of sensitive documents, if there is any. In addition, locking your computer such as your cash register as you step away is advised.

"People can pay with their phones and you can accept payments on your phone. It's gotten much, much easier to use the technologies out there to process payments," says Zenina.

Artificial intelligence is also currently being used with call centres, chatbots, voice assistance, and transcription services.

"You still need humans and humans are there really there to keep artificial intelligence in check and help train it," says Zenina. "Somebody needs to train that technology on what needs to be done, says Zenina."

Sometimes, AI can get off track or even 'hallucinate'. Recently Air Canada lost a lawsuit because their AI gave incorrect information about their bereavement policy.

The court ruled that they are still responsible for everything their chat bot generated, even if it contradicted their policies.

We have all likely experienced the frustration of reaching a computer-like voice when trying to speak with customer service.

"A lot of call centres are not implementing it properly and it looks really bad for the companies," says Zenina.

AI assistance is booming, but it is not quite there yet, says Zenina.

"People are afraid they're gonna lose their jobs, but that's not true yet," assures Zenina. "They can automate your manufacturing process, any logistical process, inventories, really everything for your business."

While historically they've been fairly expensive and difficult to implement, they have been getting easier and easier to implement with cloud services, says Zenina.

With an ever-increasing reliance on technology, cybersecurity issues such as hacking, theft, and ransoming have become huge burdens to experience.

> "People are afraid they're gonna lose their jobs, but that's not true yet
>
> — MARIA ZENINA, Z9WORKS INC.

Z9Works Inc. recommends to always have separate accounts and login info for each employee, use password managers, backup data regularly, be vigilant with emails and texts, enable multi factor authentication when available, and be cautious of saved credentials on computers.

Recently, Zenine saw a password book for sale in Haliburton. Zenine says that they are a huge no-no. "You'll be giving the keys to your kingdom," explains Zenine.

Z9Works Inc. is a small business located in Haliburton and provides small business technology assessment services and consulting. They can provide a quote for their services based on the size of your business.

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Seniors Chair Exercises
When: Thursdays, at 1 p.m.
Where: St. George's Anglican Church, 617 Mountain Street
Safe and gentle exercises for seniors to help with balance, strength and flexibility. Free to join.

Cribbage and Euchre
When: Tuesdays at 2 p.m.
Where: St. George's Anglican Church, 617 Mountain St.
Please join us Tuesdays for cribbage and Euchre at St. George's Anglican Church. With funding from the Government of Ontario. Please contact lynnhiggsthompson@haliburtonanglican.ca for more information.

Weekly Meat Rolls
When: Every Saturday, 3 p.m.
Where: Coboconk Legion, Hwy 48 & 35
Join us for our weekly meat draw at the Coboconk Legion. 5 spins for $10. The first 4 rounds are for highest and lowest score with 2 winners per round. The last round is for a prepare-it-yourself dinner for two. Additional spins for this round are available for $2 each. Call 705-454-8127 or email info@coboconklegion.ca for more information.

Student Art Exhibition
When: now until Mar. 30
Where: Agnes Jamieson Gallery, 176 Bobcaygeon Rd. Minden
Archie Stouffer Elementary School and the Agnes Jamieson Gallery present to you a juried exhibition of artwork with the theme 'What does Minden mean to you?' Viewing is Tuesday to Saturday from 10 am to 4 pm. Admission is by donation. Contact culturalcentre@mindenhills.ca or 705-286-3763 for full details and updates.

Easter Colouring Contest
When: Mar. 1 to 28 at 12 noon
Where: Curry Chevrolet, 5065 County Rd 21
Submit a colouring page in one of the following age categories: 0-4 years, 5-8 years, 9-14 years 15+ years. Prizes awarded for the top two entries in each category. Colouring sheets can be picked up, dropped off, or mailed to the dealership or can be scanned and emailed to reception@currychevrolet.ca. Call 705-457-2100 for more information.

Lenten Lunch
When: Mar. 13 at 12 noon
Where: Our Lady of Fatima Church, 7 Bobcaygeon Rd. Minden
Join us at Our Lady of Fatima Catholic Church for a service at 12 noon followed by a soup lunch by donation.

Lenten Lunch
When: Mar. 20 at 12 noon
Where: Highland Hills United Church, 21 Newcastle St. Minden
Please join us at the Highland Hills United Church for a service at 12 noon followed by a soup lunch by donation.

Haliburton County Historical Society
When: March 21, 1:30 p.m.
Where: Haliburton Museum, 66 Museum Rd.
Please join the Haliburton County Historical Society for an interesting presentation by guest speaker Patti Tallman, executive director of the Haliburton County Development Corporation. Bring a friend. Light refreshments will be served.

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Call for volunteers for Stanhope Soccer

The Township of Algonquin Highlands is currently seeking volunteer coaches to assist with this summer's Stanhope Soccer League.

The Stanhope Soccer League is a fun, non-competitive, skills-building league for children aged 4 to 11. Games take place on Tuesday evenings (6:30 to 7:30 p.m.) throughout July and August at the soccer fields behind the Stanhope Firefighters' Community Hall at 1095 North Shore Road. This year's season will run from July 2 to August 20. Registration for players will open on April 15.

If you'd like to take a kick at coaching this season, or to learn more about the program, please email recreation@algonquinhighlands.ca or call 705-766-9968.

Submitted by
Township of Algonquin Highlands

Nuts about spring

A chipmunk stuffs it's cheeks with a springtime peanut. /Photo submitted by Tammy Nash

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			8	6				3
				7				2
	6				1		9	
	1				5	9		
			1			4		
6				4				8
7			9			5		
8			3				2	1
			4		7			

Level: Intermediate

Fun By The Numbers

Like puzzles? Then you'll love sudoku. This mind-bending puzzle will have you hooked from the moment you square off, so sharpen your pencil and put your sudoku savvy to the test!

Here's How It Works:

Sudoku puzzles are formatted as a 9x9 grid, broken down into nine 3x3 boxes. To solve a sudoku, the numbers 1 through 9 must fill each row, column and box. Each number can appear only once in each row, column and box. You can figure out the order in which the numbers will appear by using the numeric clues already provided in the boxes. The more numbers you name, the easier it gets to solve the puzzle!

Answers on page 14

When social media blocks your access to the news, turn to your local newspaper.

mindentimes.ca

The Times

News Media Canada
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Hunting for strikes

The Haliburton County Red Wolves Special Olympics team had quite the turnout last week for their weekly Wednesday bowling event. /THOMAS SMITH Staff

THOSE OTHER movies
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THOSE OTHER movies

Thursday, March 14 - The Persian Version
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4:15 and 7:15 pm Northern Lights Performing Arts Pavilion.
DOC(K) Day: April 13 - passes available $30
705-457-0428 www.ThoseOtherMovies.com

Game one win

The Huskies secured their first playoff win at home against the Cobourg Cougars on Saturday, Mar. 9 at the SG Nesbitt Memorial Arena. The boys in blue won 3-2 in overtime with team captain Patrick Saini scoring the game-winning goal. For the Huskies' full playoff schedule, visit haliburtoncountyhuskies.ojhl.ca/stats/schedule/17. /TIM YANO Special to the *Times*

SUDOKU SOLUTION

9	5	2	8	6	4	1	7	3
1	8	3	5	7	9	6	4	2
4	6	7	2	3	1	8	9	5
2	1	4	6	8	5	9	3	7
3	7	8	1	9	2	4	5	6
6	9	5	7	4	3	2	1	8
7	3	1	9	2	8	5	6	4
8	4	9	3	5	6	7	2	1
5	2	6	4	1	7	3	8	9

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Lenten Lunches Wednesdays
March 20 - Highland Hills United Church. **Services at noon,** followed by Soup Lunch, by donation.

A MURDER IS ANNOUNCED and will take place April 3, 4 & 5 7:30 p.m.at the Northern Lights Performing Arts Pavilion at the High School in Haliburton, and April 6 at 2 p.m. presented by Highlands Little Theatre. Tickets available at Up River Trading, Minden & Haliburton. Friends please accept this as the only intimation.

400 EMPLOYMENT OPPORTUNITY

Hyland Ice Supply NOW Accepting Applications for 2024 Summer Season for Drivers Helpers, **(students)** Production Staff and Drivers (D, DZ, G) Please contact us via e-mail: **info@hylandice.com** or by telephone: **705-448-2973** Attention Carol

Local children's summer camp is accepting applications for cleaning and maintenance positions. Full and seasonal opportunities available. Wide variety of duties including camp start-up and close down. Salaries based on experience. Submit resume to, **rob@campnbb.com** or leave a message at **705-754-2374** for more information.

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Private campground in the Minden/Haliburton area requires a reliable **SUMMER MAINTENANCE PERSON** from May 11 to October 13, 2024. $20/hour. Duties Include: general maintenance; cleaning park grounds, rec hall, washrooms; operating small grass cutting equipment; ability to lift over 40 lbs; assisting with various small projects as assigned. Approximately 5 hours a day. Morning start time. Willing to work weekends. Must possess a valid "G" driver's license. A good driving record is required. Please submit your resume to **neca.bod@gmail.com**

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Camp Timberlane is a co-ed residential summer camp for campers aged 6 – 16. For more information about the camp, visit us at **www.Camptimberlane.ca**

Grounds Keeping/Maintenance - Full Time, Temporary, Contract
Two positions available are available for Maintenance and Grounds Keeping.
Responsibilities include: keeping the grounds clean and clear of garbage and waste, grass cutting and leaf blowing, landscape maintenance, empty garbage receptacle, operation of front loader, painting, delivering wood for firepits. Sundry duties as assigned. Manual labour or construction experience will be an asset

Housekeeping/Laundry - Full Time, Temporary, Contract
Two positions available for Housekeeping and Laundry.
Responsibilities include: cleaning of all buildings, accommodations, washrooms, shower facilities and common areas throughout the camp, including the turnover of living space throughout camp and overall upkeep of camp facilities. Cleaning and light maintenance duties include, but not limited to sweeping, mopping, cleaning, painting and replenishing supplies needed for showers and washrooms.

Expected Start date: April 1, 2024
Candidates must enjoy working outside. A typical work week is 40 hours with potential for overtime. Willing to take required government safety certifications such as WHMIS. Able to support a positive team environment. Salary Range: Both Housekeeping/Laundry and Maintenance/Grounds keeping: $17.50 - $19.50 per hour based on experience. **Submit resume by email to Jay@camptimberlane.ca**

400 EMPLOYMENT

Onondaga Camp, Minden, seeks

Maintenance Assistant
SEASONAL Full Time
(April-Oct) $22.00/hr

Candidates should have experience in light maintenance/cleaning duties. Full G license is a must. Competence and confidence in trailer transportation. Knowledge and ability to service small engines, boats, and trucks is a must. Manual labour (lifting, garbage removal) is a daily required task. Problem solving and independence are key traits of this role. Familiarity with Material Safety Data Sheets, cooperate with the rest of the staff, follow all health and safety regulations, carry out light maintenance tasks and special projects, notify management of occurring deficiencies or needs for repairs, make adjustments and minor repairs. Up to 40 hour work week Spring and Fall (5 days Monday – Friday, Occasional Weekends) Up to 40 hour work week Summer (5 days, Scheduled Weekends).
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Cleaning Services
seeks 5 Staff SEASONAL
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We are looking for Cleaners to care for our facilities by providing a high standard of cleaning and light maintenance duties. The goal is to keep all facilities in a clean and orderly condition. Responsibilities are to clean and stock designated facility areas (disinfecting, dusting, sweeping, vacuuming, mopping, restroom cleaning etc.), carry out heavy cleansing tasks and special projects, notify management of occurring deficiencies or needs for repairs, stock and maintain supply rooms, cooperate with the rest of the staff, follow all health and safety regulations, knowledge of cleaning chemicals and supplies, familiarity with Material Safety Data Sheets. Up to 40 hour work week Spring and Fall (5 days Monday – Friday, Occasional Weekends) Up to 40 hour work week Summer (5 days, Scheduled Weekends). Daily and Evening shifts available. (June-Sept) NO ACCOMODATION PROVIDED

If you wish to apply, please send a resume to Matt Brown/Site Manager at ***matt@onondagacamp.com***. Please feel free to contact at (705-286-5025)

A truly Canadian summer tradition, Onondaga Camp offers an extraordinary environment for kids to play, explore, achieve and grow. Situated on the shores of Middle Bob Lake near Minden, Ontario, Onondaga inspires the best in outdoor fun, learning and adventure for girls and boys from six to 16 years old. Onondaga Camp values the diversity of people. We welcome and encourage applications from people with disabilities. Arrangements will be provided, on request, to support candidates taking part in all aspects of the selection process. All responses will be handled with strict confidence.

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650 OBITUARIES

In Loving Memory of

Amy Lillian Hogg

Age 92, of Dorchester and formerly of Stratford passed away peacefully at the University Hospital on February 23, 2024. Born in London, daughter of the late Thomas and Shirley Stewart.

Beloved wife for 67 years of Wentworth Hogg. Loving mother of Jim Hogg, Stephen Hogg (Michele), Grandmother of Susan Byrne (Jeff), David Byrne (Nathalie). Great grandmother of Ameila Osso, Lilianna Osso, Rosalie Byrne, Edison Byrne. She will be fondly remembered by many nieces, nephews, and close friends.

Predeceased by son Stewart, stepmother Vera Stewart and sisters Kathleen Love (John), Patricia Good (Orville).

Interment will take place at Baird Cemetery in Brucefield on Saturday June 8th at 10:30 a.m. followed by a celebration of Amy's life in the Reception Centre of the W.G. Young Funeral Home, 430 Huron Street, Stratford, from 2-4 p.m. Donations in Amy's memory may be made directly by credit card to the Fung Loy Kok Institute of Taoism or the Canadian Cancer Society. www.wgyoungfuneralhome.com

Peter Baumgartner
(Resident of Haliburton, Ontario)

Peacefully at Haliburton Hospital on Monday morning, March 11, 2024 in his 98th year. Beloved husband and best friend of Pauline Baumgartner (nee Schmidt). Loving father of Gary (Elsbeth). Fondly remembered by his grandchildren Nicole (Jarod) and Gregory (Christine) and by his great grandchildren Rhett, Scottie, Pierce and Lennon. Predeceased by his brother Rudolf (Elfriede). Also remembered by his daughter-in-law Linda Baumgartner, by his nieces Sabine, Lisa, nephew Stephen and his many friends. Peter & Pauline owned and operated Locarno Resort in Haliburton for many years before retiring.

Celebration Of Life

A Celebration of Peter's life will take place at a later date. As an expression of sympathy, donations to the Haliburton Highlands Health Services Foundation would be appreciated by the family. Funeral arrangements have been entrusted to the **HALIBURTON COMMUNITY FUNERAL HOME** 13523 Hwy. #118, Haliburton, Ontario (705) 457-9209.

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The Times

Minden

Wednesday, February 29, 1984

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Medals for Minden drivers

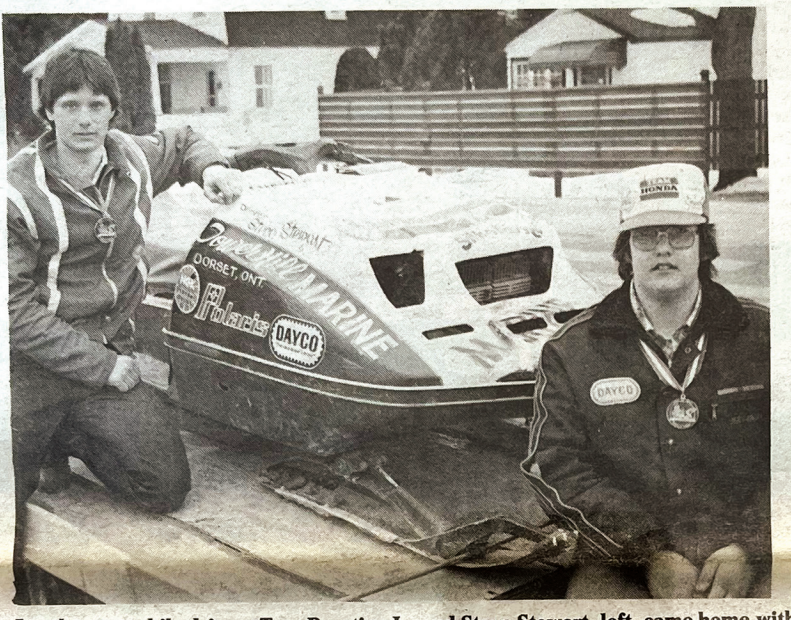
Snowmobile racers from all over the United States and Canada travelled to Eganville, Ontario this weekend for the last race of the season in the World Cup Series. Among the racers were Steven Stewart and Tom Prentice Junior of Minden and both them brought home medals.

Steven entered three races in the Sno Pro Formula 1 class and raced to a first place finish in classes 4 and 5. He placed third in the class 6 race after being thrown off his machine. He was not injured in the fall and was able to finish the race. Steven was racing a Polaris sponsored by Tower Hill Marine of Dorset and was competing against some of the top drivers on the circuit, most of whom were racing factory sponsored machines.

Tom attended the race as Steven's mechanic but decided on the spur of the moment to enter the Junior Sno Cross competition.

The fifteen year old student had never competed in the World Cup series before but came away with a third place finish on a difficult muddy track that exhausted the drivers and did a lot of damage to their machines.

Steven missed a number of races this past winter due to injuries and conflicts with other races but intends to put in a full season next year on the racing circuit.



Local snowmobile drivers Tom Prentice Jr. and Steve Stewart, left, came home with medals from a competition which included some of the top drivers in the province.

Council favours cutting bylaw

Serious consideration is being given to the enactment of a tree cutting bylaw in the municipality of Anson, Hindon and Minden. Members of the municipal council heard a presentation by one of the bylaw's strongest proponent, Elgin Stouffer, February 23. Stouffer is also the Deputy Reeve of Stanhope Township.

Stouffer came to the table wearing a lapel pin on which was enscribed "2034". He explained to the councillors that the pin had been given to him at a conference at which the long-term planning was being emphasized. "That is the outlook we need if we hope to preserve and improve the quality of area forests," Stouffer said.

He pointed out that a one hundred acre woodlot could provide short term jobs for three cutters and truck drivers if the wood is taken for burning. However, the same 100 acres, properly managed, could mean continuous employment for cutters, truckers and a wood processing industry.

Stouffer also noted that areas of hardwood which are clear-cut for firewood rarely regenerate hardwoods. "The less valuable trees are the fastest to grow, so they choke out other trees," he commented.

He said if the county continues to allow clear-cutting for firewood purposes, the potential forestry resource will be gone. He pointed out, "the bylaw protects the existing stands and is a method of suggesting good management of forest stands."

He described the bylaw, as enacted by Dysart et al, as "a mild bylaw, one that does not infringe on the rights of the individual in the management of his bushlot.

The four members of council, Reeve Lyle McKnight was on holiday, appeared to endorse the enactment of the bylaw in the municipality. Councillor Pat Burk said she had seen areas of bush which had been "devastated by firewood cutting. This is something we have to stop," she declared.

Councillor Gary Kenney said the action of a few has followed in the long tradition of the county which saw the resources stripped from the area to be used to create jobs elsewhere.

"We could support six factories, similar to the veneer plant operating in Wilberforce," Stouffer added. "There are a lot of jobs leaving the county with the trucks which are loaded with logs."

Stouffer said he was uncertain if a county-wide tree cutting bylaw could be enacted because of the objections received from some members of county council. He said efforts had been made to convince those in opposition that it was in the county's interest to enact the legislation, however, there were still some representatives who objected.

Deputy Reeve Ed Pergolas suggested that if the county was not willing to act, the township should prepare its own bylaw. Stouffer said it was likely his own township would endorse a similar bylaw in the future.

"It appears the idea has our support," Deputy Reeve Ed Pergolas commented. He said formal consideration of the matter would be left until Reeve McKnight returns to the council table.

Arena board seeks 1% hike

According to figures presented to the February 23 meeting of Anson, Hindon and Minden municipal council, the arena management board is seeking a 1% or $500 increase in its municipal allotment for 1984.

According to Dean Elliott, board chairman, and member Fraser Rogers, the budget they presented to the council represented a "no frills attempt to maintain the excellent facility we have."

They told the councillors that the 1983 request from the municipality was $40,000. This year they are asking for $40,500.

The operating budget of the arena facility will increase this year from $89,000 to almost $100,000, with an additional $16,000 earmarked for debenture payment. The different between the municipal grant and total operating budget represents the revenue created through the rent of the building and functions sponsored by the board.

The board members noted they had managed to generate a $2000 surplus during 1983 and requested that this amount be transferred to the plexi-glass fund. There is $2000 in the fund at the moment and some work has been carried out during the past year enclosing the areas around the penalty boxes and timekeeper's area. It is estimated that it would cost $20,000 to enclose the entire ice surface with the nonbreakable plastic.

Deputy Reeve Ed Pergolas said he felt there were, what he described as "a few pads", in the proposed budget presented to the councillors. He suggested that if the board realized a surplus at the end of 1984 that a portion of the excess be used to help defray the municipal grant.

Councillor Pat Burk disagreed with the idea. She said the surplus funds should be placed in the plexi-glass or Zamboni replacement reserve fund. The councillor suggested that the committee would be encouraged to spend the entire budget, whether it was warranted or not, if the municipality made it a policy of reclaiming any surpluses.

Fraser Rogers added that the surplus is a result of the hard work of committee members and he felt if they couldn't make use of the money for arena purposes, they would lose their enthusiasm for careful spending.

The presentation by the arena board will be considered by the municipality's budget committee and become part of the overall township budget expected later this spring.

Thanks

Technical gremlins created havoc with our typesetting equipment this week forcing The Times to turn to the Haliburton County Echo for assistance. Our thanks to the staff of the Echo for their help in the production of this week's newspaper.

Emily Skinner, a partner in the Minden gift shop, Sandalwood, was selected as the new manager of the Haliburton Highlands Chamber of Commerce. Both the new manager and the presidents of the Chamber of Commerce, Ken Langdon were unavailable for comment earlier this week. Miss Skinner assumes her duties March 1.

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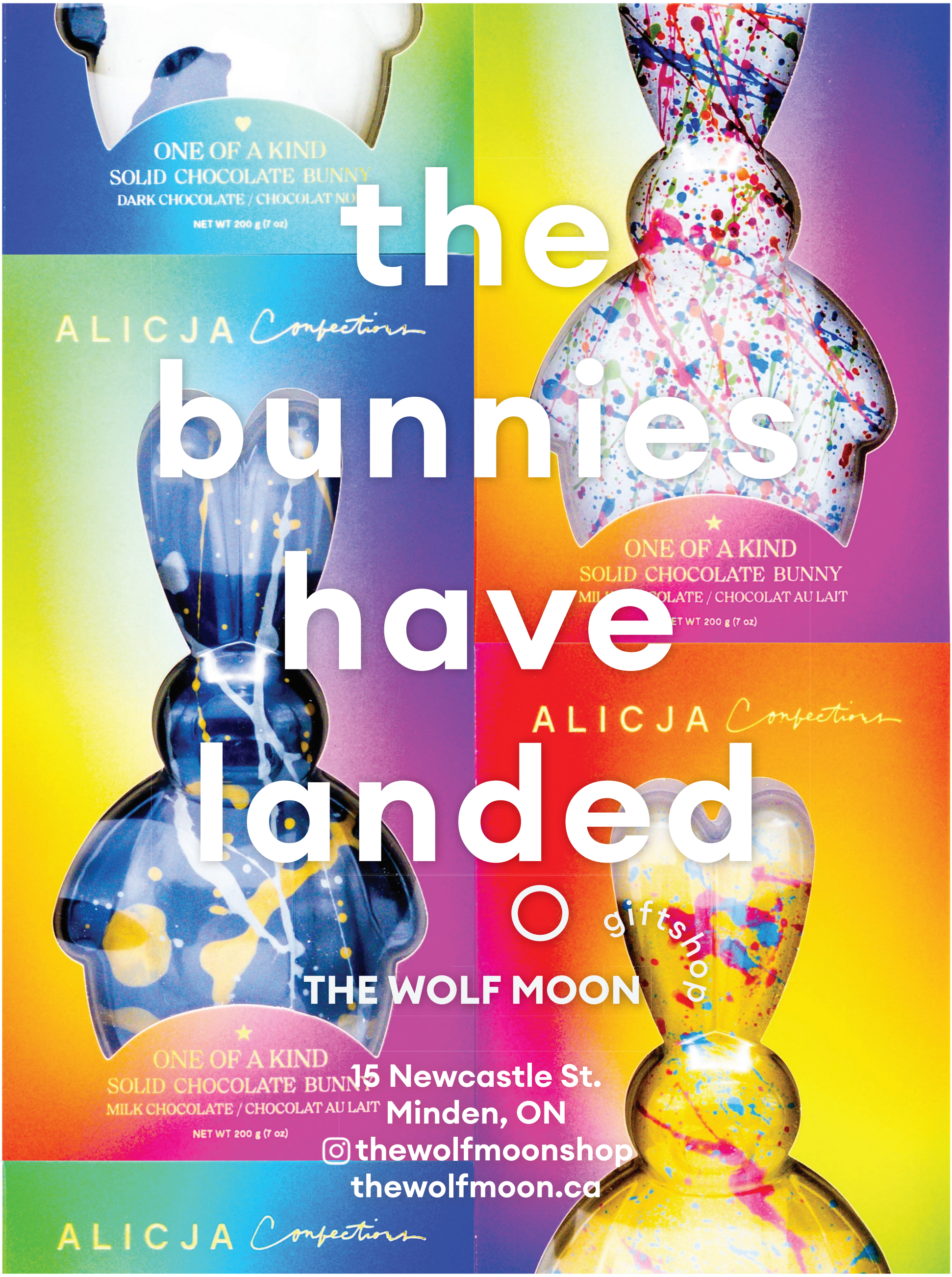
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